

Country People Partner

Job ID
REQ-10052615

May 19, 2025

Jordan

Summary

Deliver consistent P&O experience across the employee lifecycle, ensuring operational excellence, coaching managers, and implementing global solutions. Drive and execute P&O organization strategy, partner with business leaders, and tackle talent and organizational challenges to prepare the organization for the future

About the Role

Major Accountabilities

- Coach business leaders on people related topics
- Deliver country P&O plans and build effective partnerships across different areas of P&O for effective collaboration and execution.
- Manage employee lifecycle events: Partner, coach and manage execution of employee lifecycle events processes (Join, Work, Growth, Move & Leave)

- Advise on P&O policies and build manager capabilities for key processes.
- Drive adoption of learning and talent management tools.
- Facilitate team effectiveness interventions and talking talent discussions.
- Plan and implement organizational development initiatives to support business objectives.
- Deliver global initiatives and manage employee relations.
- Legal representation of the company in external ER cases (as appropriate) and investigate complaints, Speak Up local matters and conflicts of interest cases and follow-up on remediation/sanctions.
- Ensure compliance with local regulations and manage rewards processes.
- Support and lead hiring and university relations in alignment with country talent strategy.
- Generate and deliver P&O reports and insights.
- Execute business unit talent plans and provide project management support.
- Contribute to planning and implementing organization changes and transformation
- Drive and integrate Culture and DE&I in the flow of work.
- Drive local adoption goals, objective-setting, check-in, reviews, PIP on WD
- Manage external certifications in alignment with country strategy
- Execute country rewards processes, advise managers on planning process, initiate & implement off-cycle adjustments.
- Support benefits scheme re-evaluation and implementation.
- Implement global initiatives incl. validation and remediation.

Ideal Background

Experience/Professional Requirement:

3-5 years business experience in a commercial environment.

3-5 years P&O experience.

Skills:

- Country P&O regulations, labor law & social security
- Employee Lifecycle Management
- Business Acumen and Stakeholder Management
- Coaching and Project Management
- Influencing and Connecting the Dots
- Matrix Collaboration
- Vision & Purpose (Strategy to Story)
- Talent Development and Talent Pipelining
- Strategic Workforce Planning and Organization Design
- Leadership Development and Organization Health
- Communication & leadership skills
- Culture sensitivity

Why Novartis: Helping people with disease and their families takes more than innovative science. It takes a community of smart, passionate people like you. Collaborating, supporting and inspiring each other. Combining to achieve breakthroughs that change patients' lives. Ready to create a brighter future together? <https://www.novartis.com/about/strategy/people-and-culture>

Join our Novartis Network: Not the right Novartis role for you? Sign up to our talent community to stay connected and learn about suitable career opportunities as soon as they come up: <https://talentnetwork.novartis.com/network>

Benefits and Rewards: Read our handbook to learn about all the ways we'll help you thrive personally and professionally: <https://www.novartis.com/careers/benefits-rewards>

部門
People & Organization

部門
Innovative Medicines

国
Jordan

勤務地
Jordan

Company / Legal Entity
JOP0 (FCRS = CH024) NPHS RO Jordan

Functional Area
Human Resources

職種
Full time

雇用形態
Regular

Shift Work
No

[Apply to Job.](#)

Novartis is committed to building an outstanding, inclusive work environment and diverse teams' representative of the patients and communities we serve.



Job ID
REQ-10052615

Country People Partner

[Apply to Job.](#)

Source URL:

<https://prod1.novartis.com/jp-ja/careers/career-search/job/details/req-10052615-country-people-partner>

List of links present in page

1. <https://www.novartis.com/about/strategy/people-and-culture>
2. <https://talentnetwork.novartis.com/network>
3. <https://www.novartis.com/careers/benefits-rewards>
4. <https://novartis.wd3.myworkdayjobs.com/en-US/NovartisCareers/job/Jordan/Country-People-PartnerREQ-10052615>
5. <https://novartis.wd3.myworkdayjobs.com/en-US/NovartisCareers/job/Jordan/Country-People-PartnerREQ-10052615>